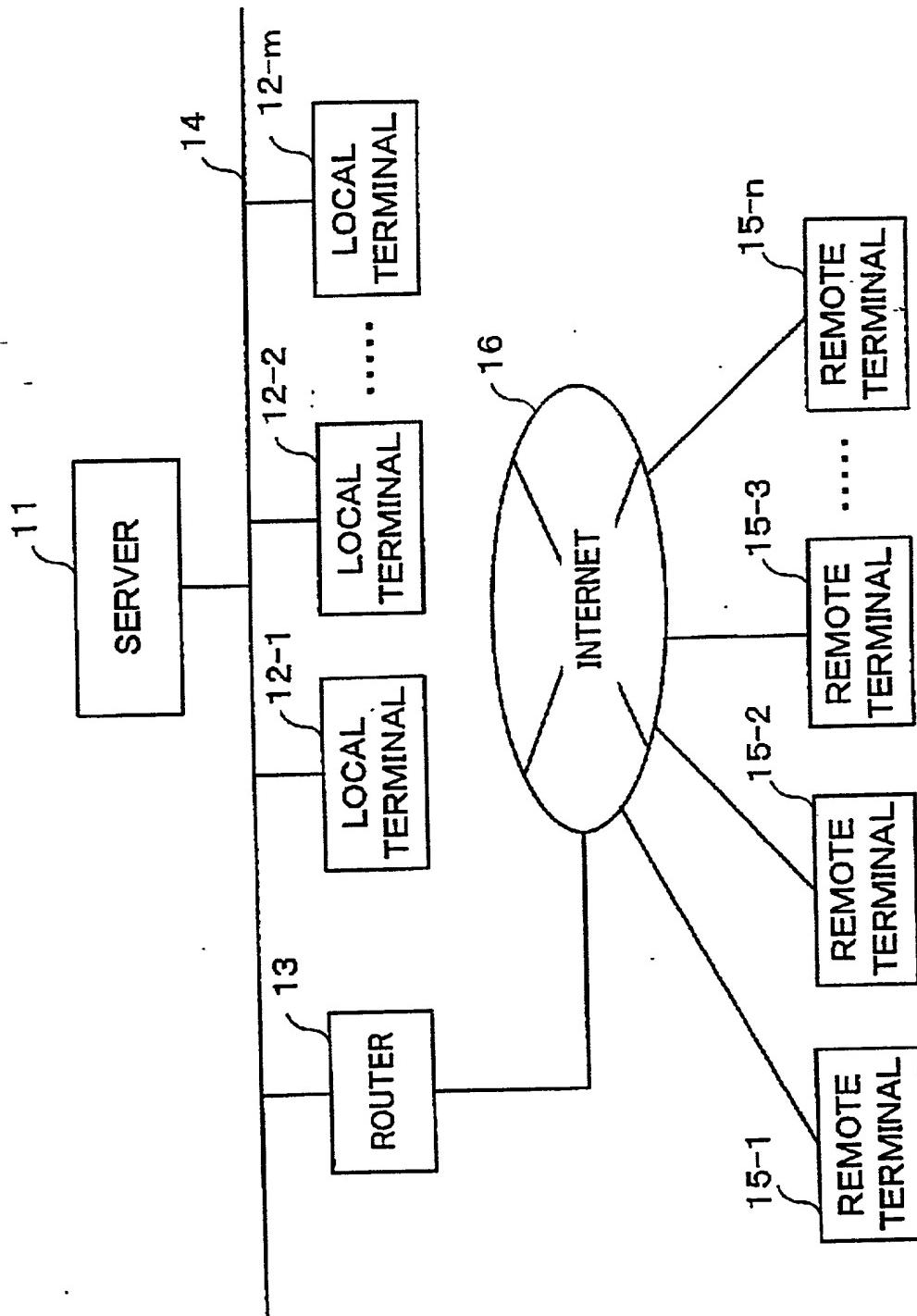


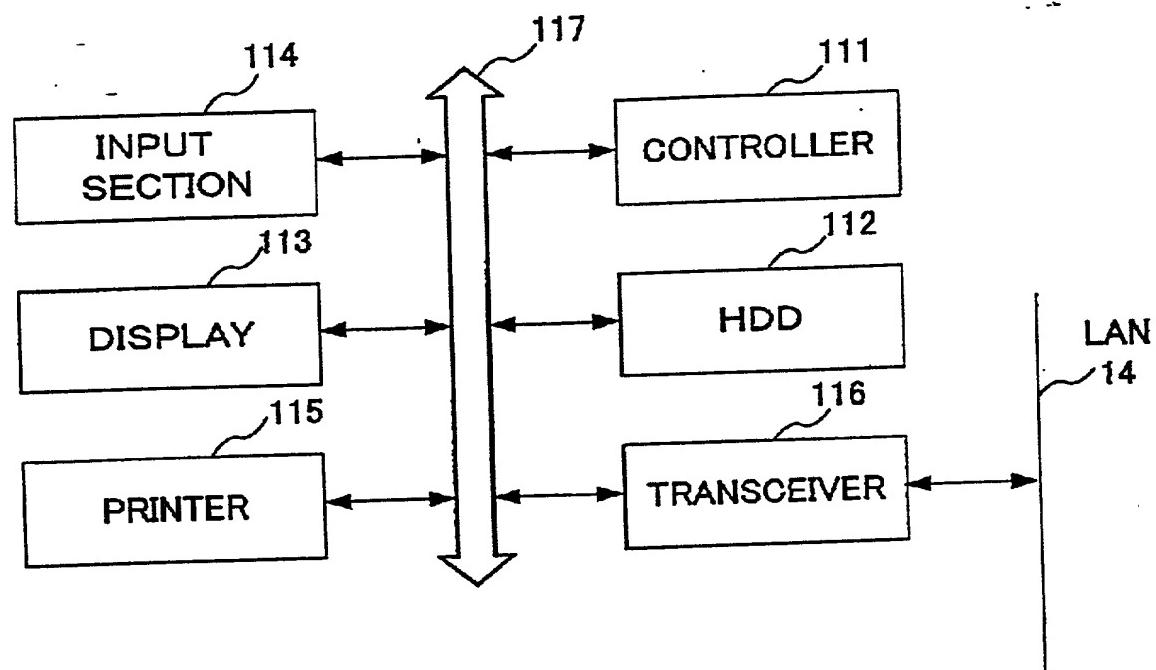
1/26

FIG. 1



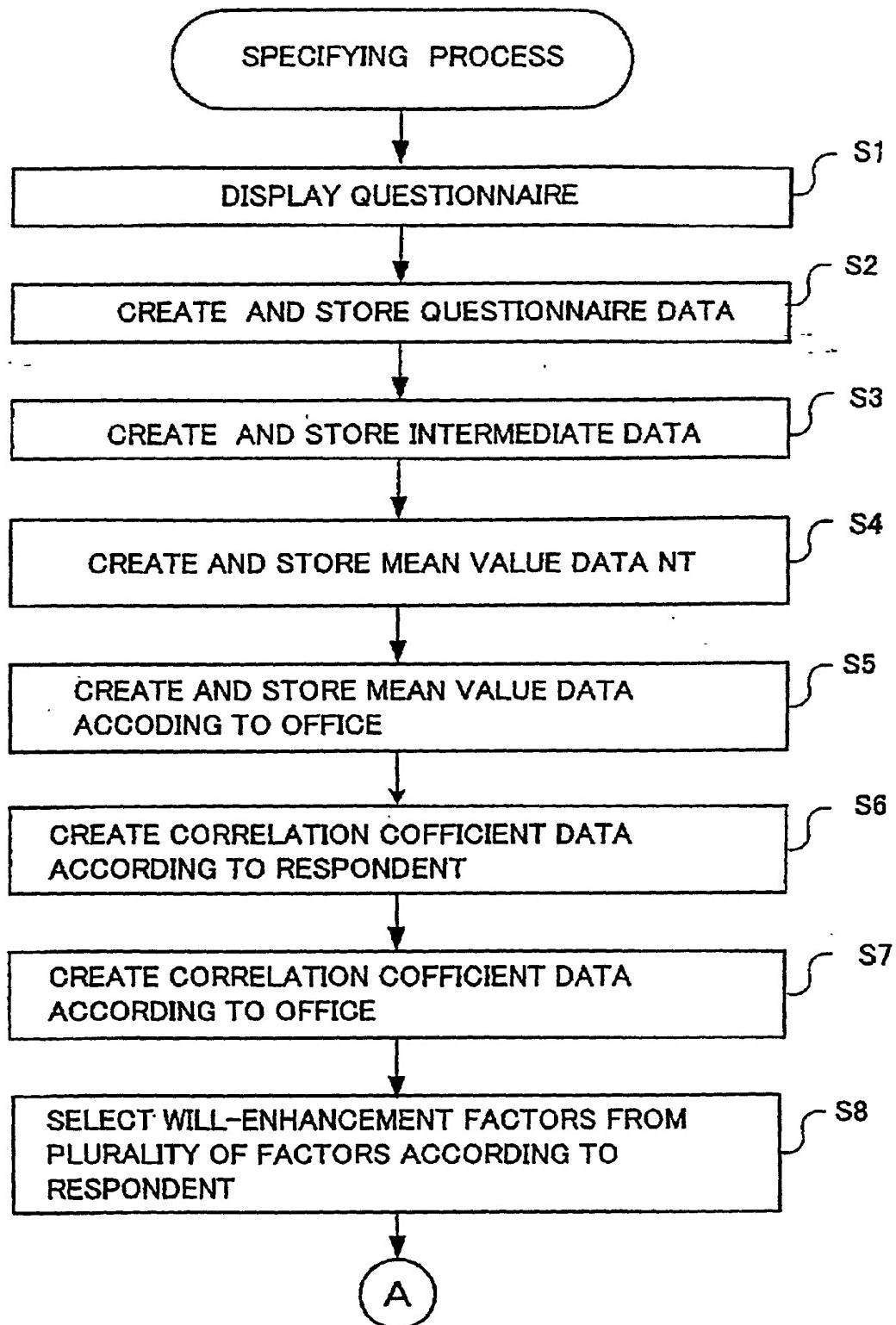
2/26

FIG.1A



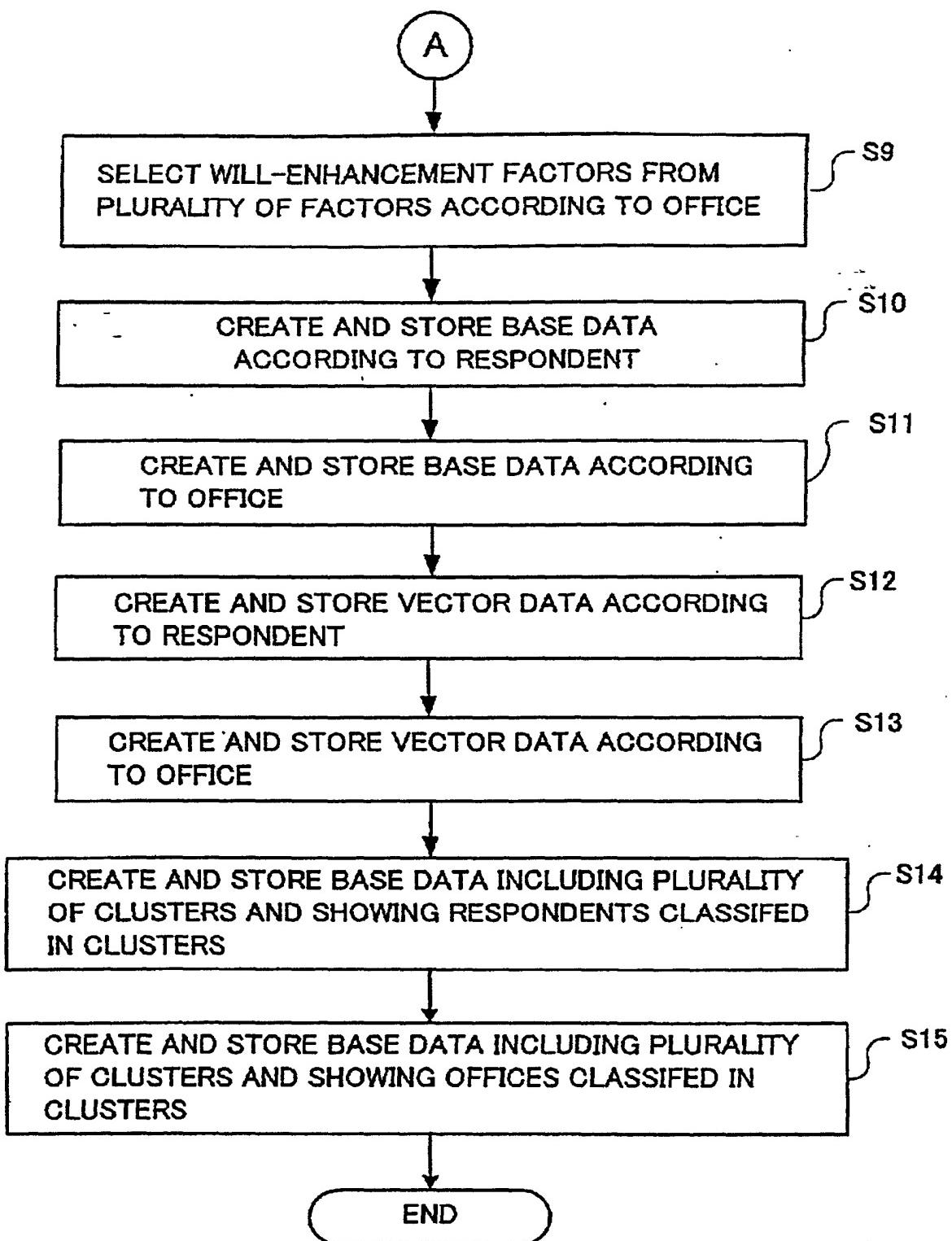
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FIG. 2A



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FIG.2B



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FIG.3

100

100a

100b

QUESTIONNAIRE

OFFICE  101a

RESPONDENT  102a 106a →

QUESTION  103a 104a ↓

1. STRONGLY  
2. SOMEHOW  
3. MAYBE OR MAYBE NOT  
4. PROBABLY NOT  
5. RARELY

NO QUESTION ANSWER

1. YOUR BOSS GIVES YOU POSITIVE APPRECIATION.  
WHEN YOU GET ORDER

2. YOU HAVE GOOD KNOWLEDGE ABOUT THINGS  
YOU ARE TRYING TO SELL

3 ...   
4 ...   
5 ...   
6 ...   
7 ...   
8 ...   
9 ...   
10 ...

CONTINUED

105a

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FIG. 4

OFFICE	RESPONDENT	SALES AMOUNT (YEN)	QUEST-	QUEST-	QUEST-	QUEST-
			ITION 1	ITION 2	ITION 3	ITION 4
SENDAI	xxxx	55,000,000	2	4	...	4
...	xxxx	70,500,000	3	2	...	3
...	...	...	...	...	...	...
...	...	...	...	...	...	...
...	...	...	...	...	...	...

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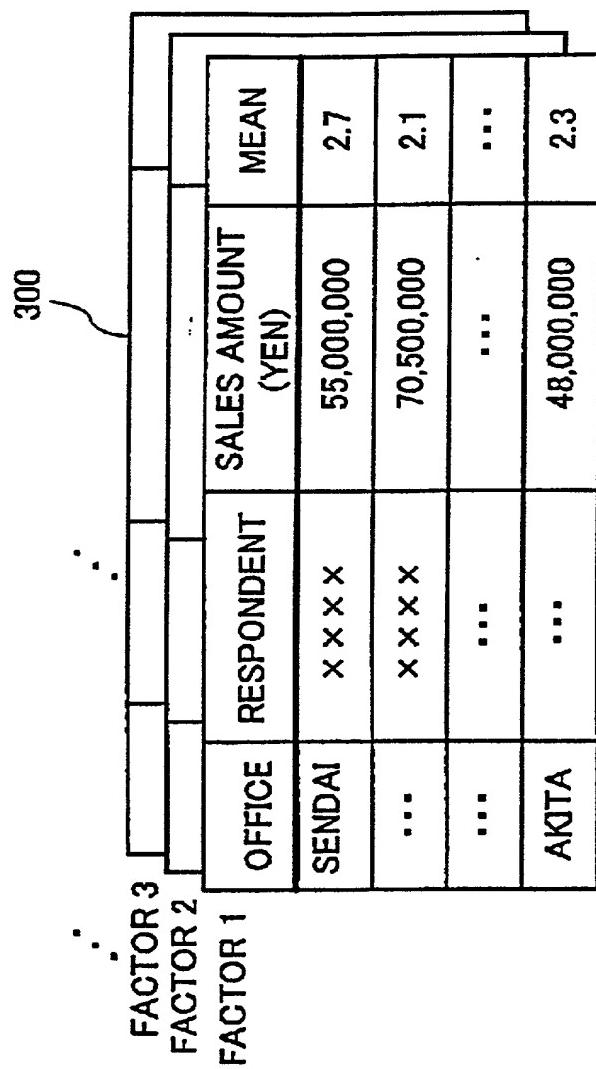
FIG.5

250

FACTOR 3		RESPOND-ENT	SALES AMOUNT (YEN)	QUESTIONS				
FACTOR 2				1	9	117		
FACTOR 1				QUESTION 1	QUESTION 9	QUESTION 117		
SENDAI	xxx	xxx	55,000,000	2	4	...		
...	...	xxx	70,500,000	3	2	...		
...	...	...	...	...	...	...		
...	...	...	...	...	...	...		
...	...	...	...	...	...	...		

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FIG.6



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FIG.7

350

FACTOR 3	FACTOR 2	FACTOR 1	SALES AMOUNT (YEN)	MEAN
		SENDAI	55,000,000	2.5
		AKITA	48,000,000	1.9
	...	...	...	...
	...	...	...	...

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FIG.8A

400

CORRELATION COEFFICIENT OF FACTOR 1 AND ANSWER OF RESPONDENT	CORRELATION COEFFICIENT OF FACTOR 2 AND ANSWER OF RESPONDENT	CORRELATION COEFFICIENT OF FACTOR 19 AND ANSWER OF RESPONDENT
-0.18	0.32	0.33

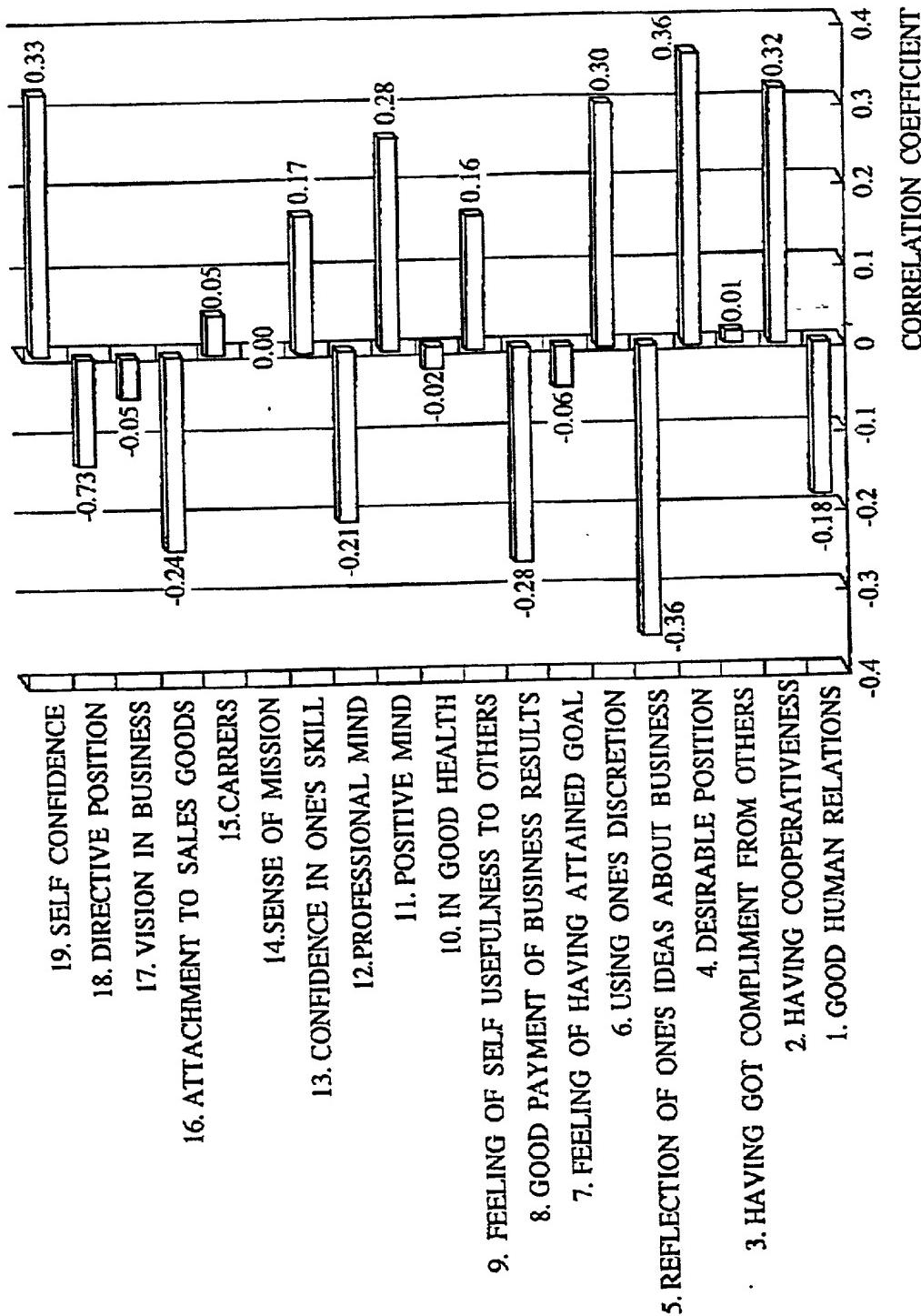
FIG.8B

450

CORRELATION COEFFICIENT OF FACTOR 1 AND ANSWER FOR OFFICE	CORRELATION COEFFICIENT OF FACTOR 2 AND ANSWER FOR OFFICE	CORRELATION COEFFICIENT OF FACTOR 19 AND ANSWER FOR OFFICE
-0.19	0.33	0.37

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FIG. 9



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FIG.10A

500

WILL-ENHANCEMENT FACTOR	MEAN
WILL-ENHANCEMENT FACTOR 1	4.3
WILL-ENHANCEMENT FACTOR 2	4.4
WILL-ENHANCEMENT FACTOR 3	4.1
...	...
...	...

FIG.10B

550

WILL-ENHANCEMENT FACTOR	MEAN
WILL-ENHANCEMENT FACTOR 1	4.1
WILL-ENHANCEMENT FACTOR 2	4.5
WILL-ENHANCEMENT FACTOR 3	4.3
...	...
...	...

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FIG.11A

600

RESPONDENT	VECTOR
x x x x	4.1,4.3,4.0,4.6,3.9,4.2,4.5
x x x x	4.0,4.3,4.3,4.5,4.1,4.2,4.4
...	...
...	...
...	...

FIG.11B

650

OFFICE	VECTOR
x x x x	4.3,4.2,4.0,4.5,3.8,4.3,4.4
x x x x	4.1,4.0,4.5,4.1,4.1,4.4,4.4
...	...
...	...
...	...

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FIG.12A

700

CLUSTER	VECTOR
CLUSTER C1	4.01,4.15,4.16,3.88,3.61,3.72,3.75
CLUSTER C2	3.94,3.53,3.67,3.54,3.72,3.41,3.72
...	...
...	...
...	...

FIG.12B

750

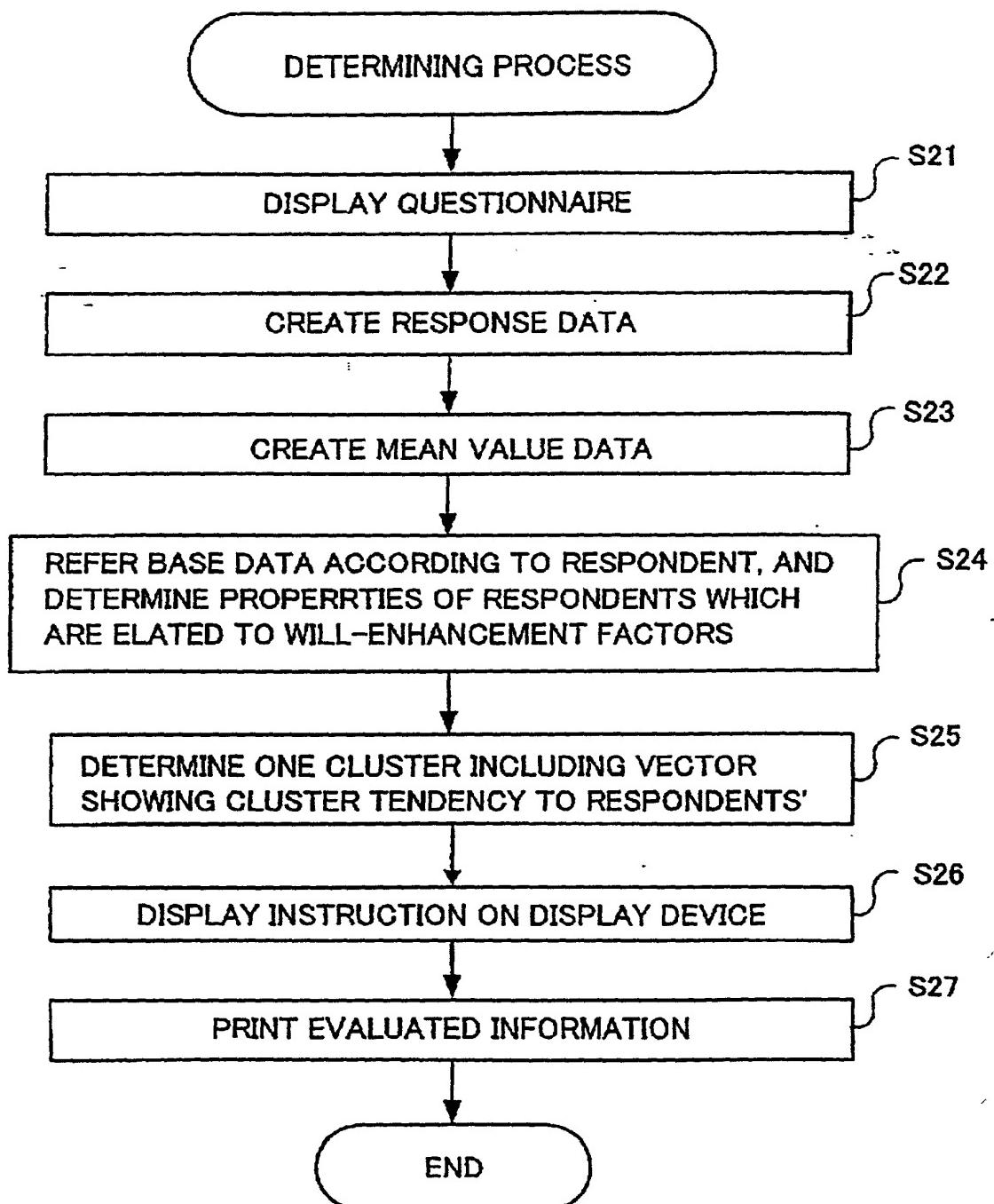
CLUSTER	VECTOR
CLUSTER C1	3.91,3.75,3.90,3.88,3.46,3.72,3.75
CLUSTER C2	3.81,3.64,3.67,3.39,3.54,3.34,3.66
...	...
...	...
...	...

FIG. 13

CLUSTER C1	A-TYPE (SUPER HIGH LEVEL)	17
CLUSTER C2	B-TYPE (HIGH LEVEL, HIGH LEVEL IN "COOPERATIVENESS")	16 • • 20 •
CLUSTER C3	C-TYPE (HIGH LEVEL, HIGH LEVEL IN "FEELING OF SELF USEFULNESS TO OTHERS")	23 • 7 • 15
CLUSTER C4	D-TYPE (AVERAGE LEVEL, LOW LEVEL IN "FEELING OF SELF USEFULNESS TO OTHERS")	8 • 22 • • 1 19 • • 9 • 21 • 12
CLUSTER C5	E-TYPE (AVERAGE LEVEL, LOW LEVEL IN "COOPERATIVENESS")	4 • • • 11 • 14 • 18 • • 13
CLUSTER C6	F-TYPE (LOW LEVEL)	5 • 6 • • 3 •
CLUSTER C7	G-TYPE (HIGH IN "DESIRABLE POSITION" AND "CONFIDENCE IN ONES SKILL")	10

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FIG. 14



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FIG.15

800

800a

800b

QUESTIONNAIRE		
OFFICE	801a	1. STRONGLY
RESPONDENT	802a	2. SOMEHOW
QUESTION	803a	3. MAYBE OR MAYBE NOT
	804a	4. PROBABLY NOT
	806a	5. RARELY
NO	QUESTION	ANSWER
1.	YOUR BOSS GIVS YOU POSITIVE APPRECIATION, WHEN YOU GET ORDER	<input type="checkbox"/>
2.	YOU HAVE GOOD KNOWLEDGE ABOUT THINGS YOU ARE TRYING TO SELL	<input type="checkbox"/> 805a
3	...	<input type="checkbox"/>
4	...	<input type="checkbox"/>
5	...	<input type="checkbox"/>
6	...	<input type="checkbox"/>
7	...	<input type="checkbox"/>
8	...	<input type="checkbox"/>
9	...	<input type="checkbox"/>
10	...	<input type="checkbox"/>

CONTINUED

702-522-2000 927-522-2000

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FIG.16

OFFICE	RESPOND-ENT	SALES AMOUNT (YEN)	QUES-	QUES-	QUES-	QUES-	
			TION 1	TION 2	...	TION 118	TION 119
SENDAI	xxxx	55,000,000	2	4	...	3	4

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FIG.17

900

OFFICE	RESPOND-ENT	SALES AMOUNT (YEN)	WILL-ENHANCEMENT FACTOR 1	WILL-ENHANCEMENT FACTOR 2	WILL-ENHANCEMENT FACTOR 6	WILL-ENHANCEMENT FACTOR 7
SENDAI	xxxx	55,000,000	2.7	4.2	... 3.7	4.3

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## FIG.18

950

### INSTRUCTION

1. YOUR WILL-ENHANCEMENT FACTOR 1 (COOPERRATIVENESS) IS REMARKABLY LOW, TRY TO BE MORE COOPERRATIVE
2. YOUR WILL-ENHANCEMENT FACTOR 5 (POSITIVE MIND) IS QUITE LOW, TRY TO BE MORE CONFIDENT WHAT YOU ARE DOING IN WORK-FORCE

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**FIG. 19A**

COOPERA-TIVENESS	DESIRABLE POSITION IN WORK-FORCE	USING ONE'S DISCRETION	FEELING OF SELF USEFULNESS TO OTHERS	POSITIVE MIND	CONFIDENCE IN ONE'S SKILLS	SELF CONFIDENCE
CLUSTER C1	3.91~ 3.54~	3.75 3.56~	3.90 3.48~	3.88 3.40~	3.60 3.46~	3.72 3.40~
CLUSTER C2	3.81~ 3.66~	3.64 3.50~	3.67 3.42~	3.39 3.34~	3.54 3.40~	3.43 3.34~
CLUSTER C3	3.48~ 3.48~	3.44 3.50~	3.48 3.42~	3.64 3.52~	3.35 3.40~	3.53 3.34~
CLUSTER C4	3.50 3.31~3.61	3.52 3.33~3.63	3.16 3.25~3.55	3.17 3.20	3.37 3.23~3.53	3.27 3.17~3.47
CLUSTER C5	3.30~3.34	3.43 3.23~3.63	3.26 3.25~3.55	3.39 3.17~3.47	3.43 3.23~3.53	3.30 3.17~3.47
CLUSTER C6	3.23~3.44	3.32 ~3.46	3.19 ~3.38	3.06 ~3.30	3.15 ~3.36	3.07 ~3.30
CLUSTER C7	2.94	4.20 3.68~	3.10	3.17	3.71	3.21 ~3.40
MEAN	3.46	3.48	3.40	3.32	3.38	3.32 3.42

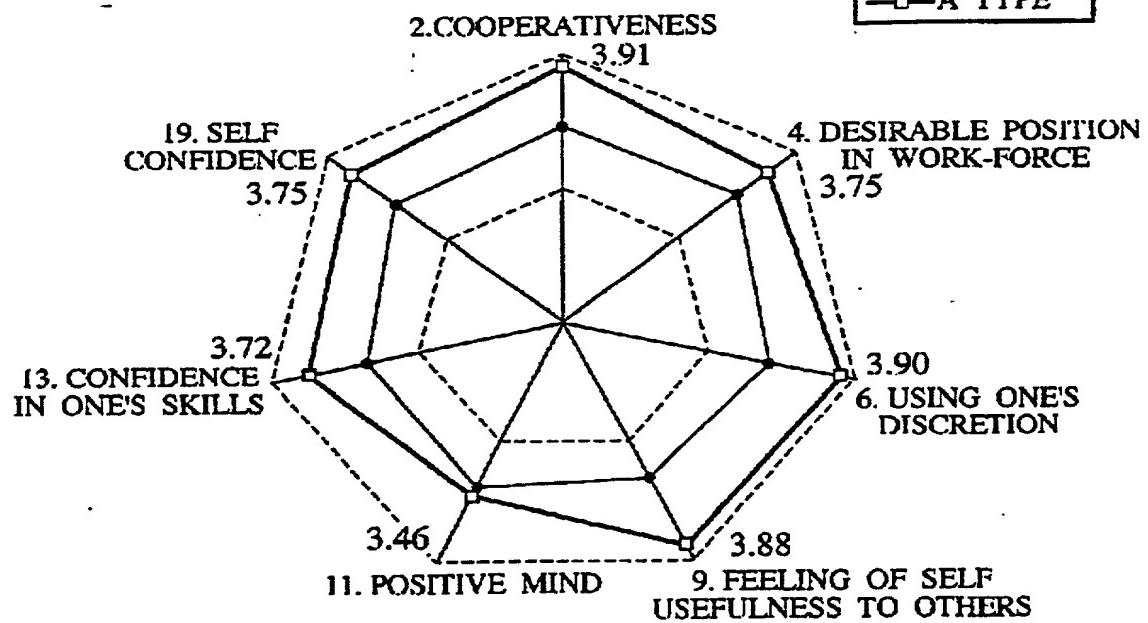
**FIG. 19B**

COOPERA-TIVENESS	DESIRABLE POSITION IN WORK-FORCE	USING ONE'S DISCRETION	FEELING OF SELF USEFULNESS TO OTHERS	POSITIVE MIND	CONFIDENCE IN ONE'S SKILLS	SELF CONFIDENCE
GROUP 1	3.70	3.65	3.53	3.50	3.56	3.64 3.57
GROUP 2	3.21	3.35	3.31	3.22	3.29	3.20 3.32
GROUP 3	3.64	3.57	3.38	3.55	3.47	3.53 3.60

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FIG. 20

AVERAGE  
A TYPE



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FIG. 21

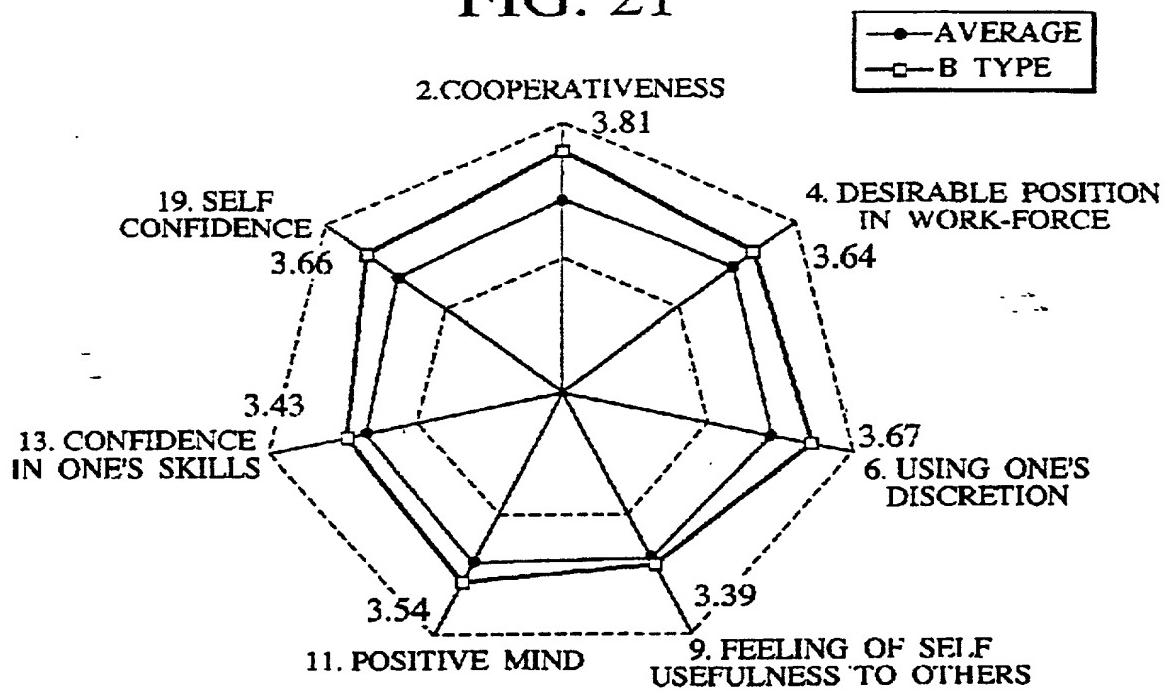
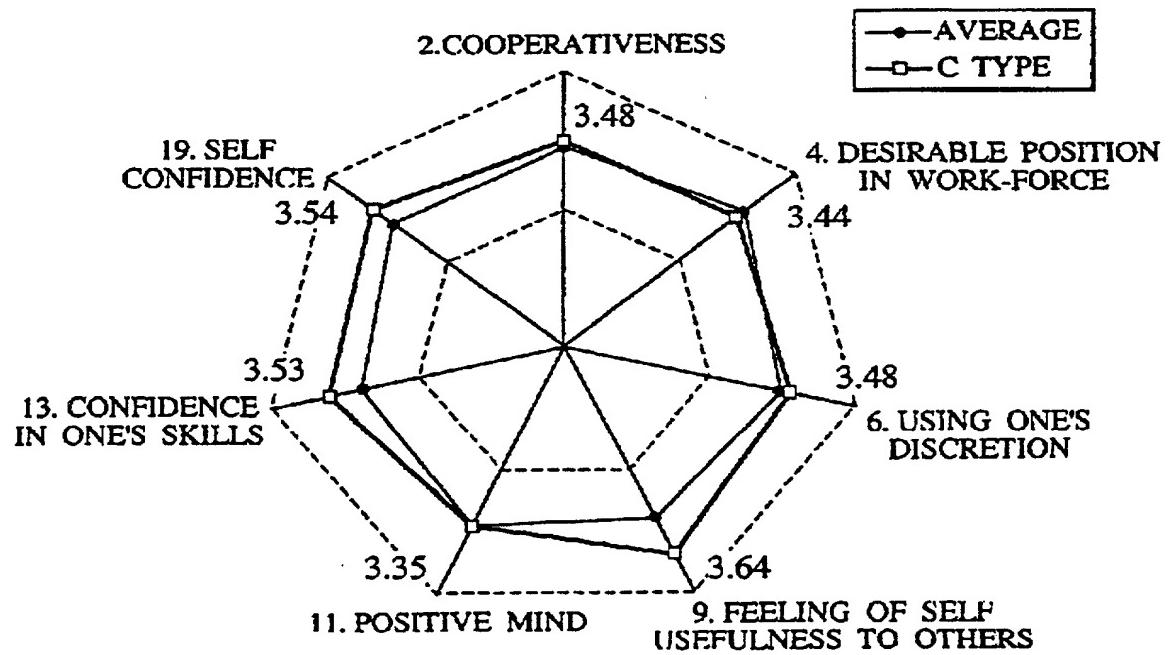


FIG. 22



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FIG. 23

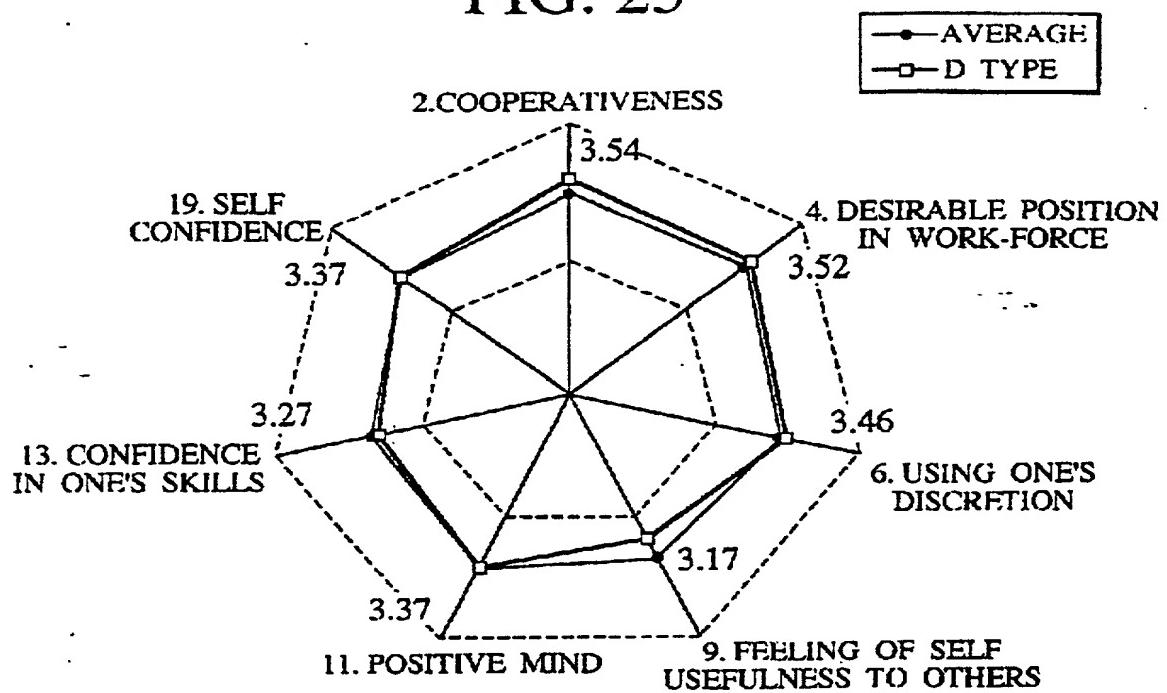
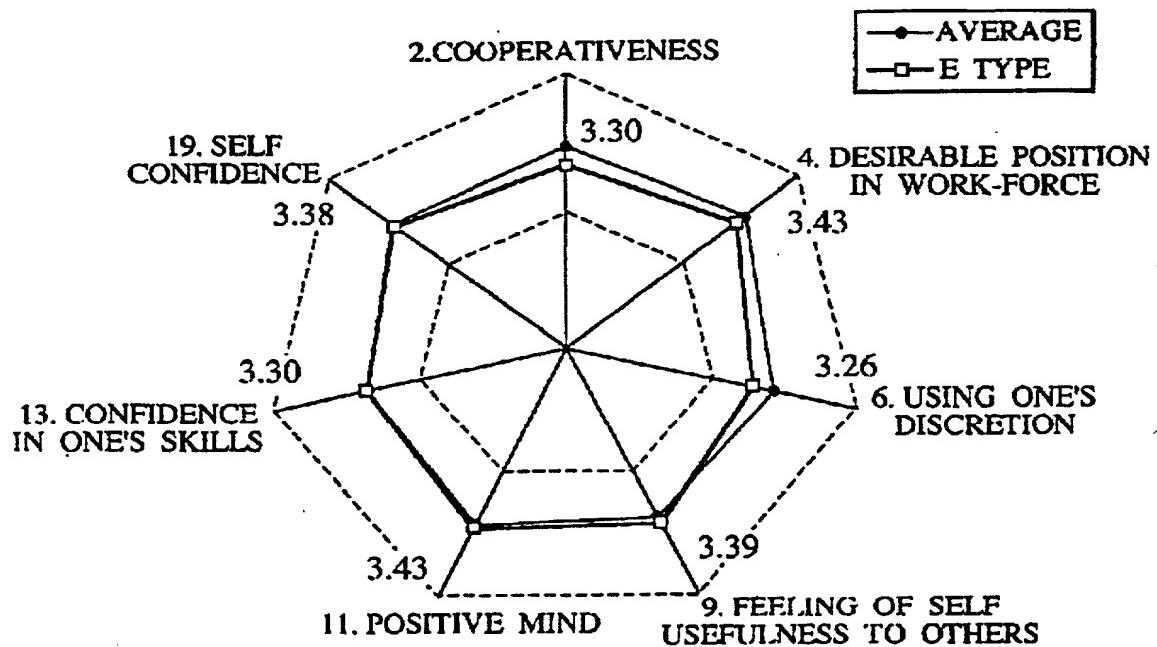


FIG. 24



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FIG. 25

—●— AVERAGE  
—□— F TYPE

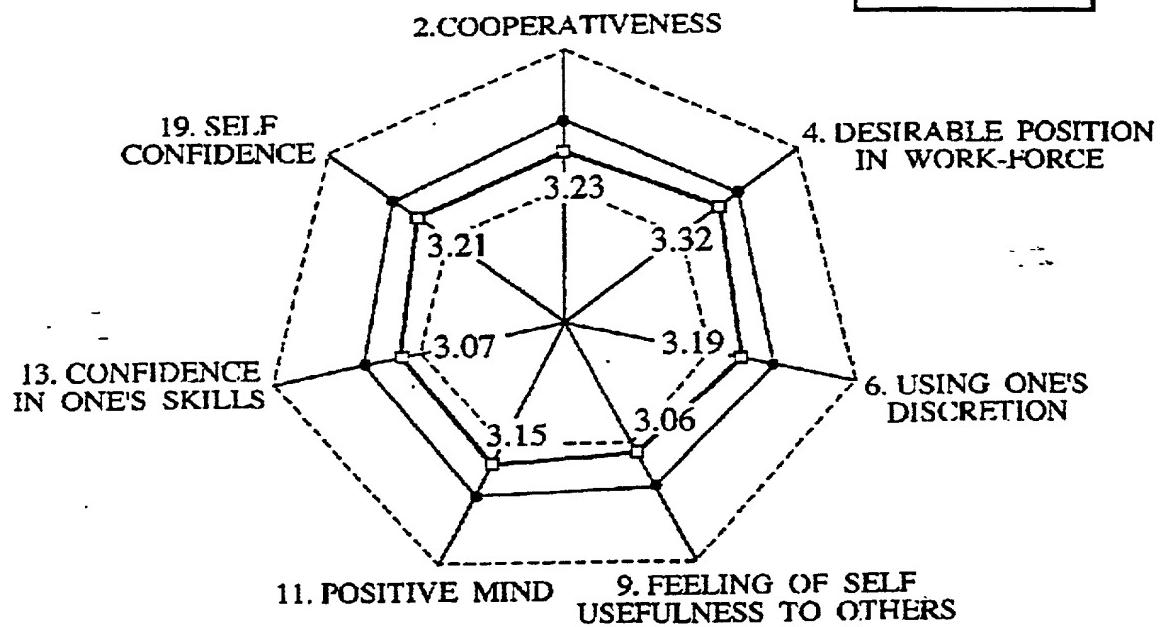
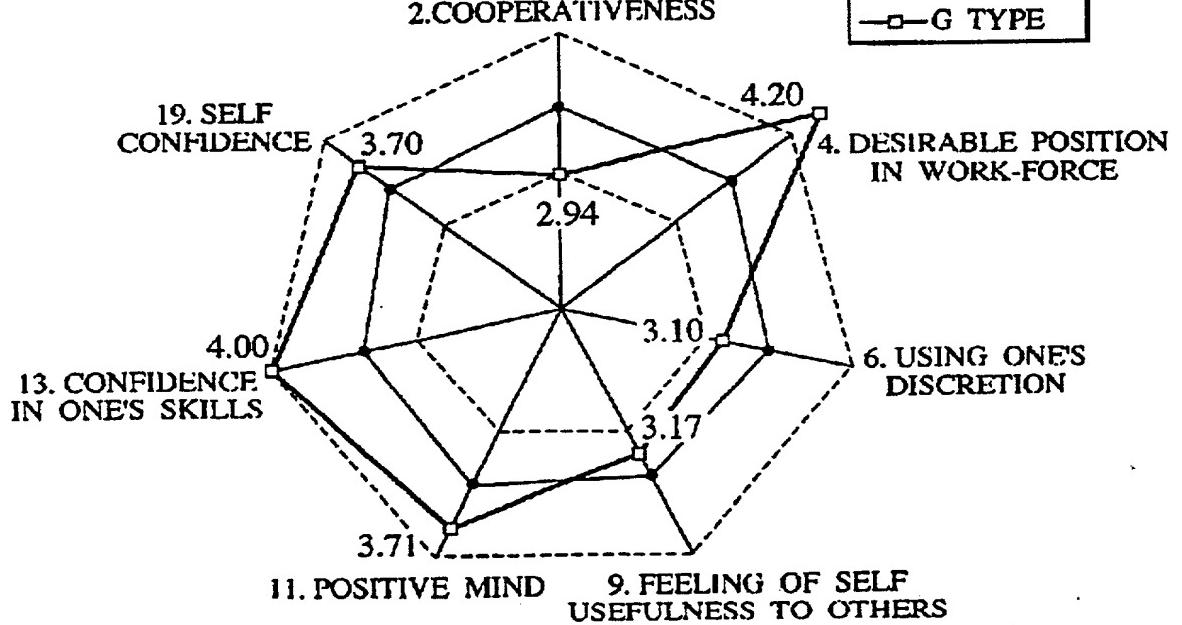


FIG. 26

—●— AVERAGE  
—□— G TYPE



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FIG. 27A

ID	EMPLOYEE	E-MAIL	BOSS	E-MAIL
K001234	YAMADA Kiro	zashiki@rico.com	KOZUMI Ichiro	kakashi@rico.com
K001236	NOGUCHI Midori	neko@rico.com	KOZUMI Ichiro	kakashi@rico.com
K001242	TAMURA Kuro	warashi@rico.com	KOZUMI Ichiro	kakashi@rico.com
K002567	KOMIZO Shiro	buta@rico.com	NAKADA Maki	wadachi@rico.com
.....	.....	.....	.....	.....

FIG. 27B

FACTOR	ADVISORY DATA
1	.....
2	.....
3	.....
.....	.....
7	.....

FIG. 27C

RADAR CHART	ADVISORY DATA
TYPE A	.....
TYPE B	.....
TYPE C	.....
.....	.....
TYPE K	.....